



Request for City Council Committee Action

Date: July 7, 2003

To: Ways and Means Committee

Prepared by: Tami Gagnon/Timothy Giles, Phone 673-3342

Approved by:

Pam French
Interim Director, Human Resources

John Moir
City Coordinator

Subject: **Minneapolis Professional Employees Association Labor Agreement**

Presenters in Committee: Timothy Giles, Director, Employee Services

Recommendation:

Your Committee recommends approval of the executive summary of the collective bargaining agreement between the City of Minneapolis and the Minneapolis Professional Employees Association; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Financial Impact (Check those that apply)

☐ No financial impact (If checked, go directly to Background/Supporting Information)

☐ Action requires an appropriation increase to the Capital Budget

☐ Action requires an appropriation increase to the Operating Budget

☐ Action provides increased revenue for appropriation increase

☐ Action requires use of contingency or reserves

☒ Other financial impact (Explain): **Collective Bargaining Agreement**

☐ Request provided to the Budget Office when provided to the Committee Coordinator

Background/Supporting Information

Description Sheet
Collective Bargaining Agreement between
The City of Minneapolis
And
Minneapolis Professional Employees Association

Duration: 24 month Agreement, Effective 1/1/2003 through 12/31/2004

ECONOMIC ISSUES

Effective January 1, 2003

- Freeze 2002 Salary Schedule for 2003, except for top step
- Increased top step by 1.15%
- Allow employees eligible for step movement in 2003 to advance; including those eligible for longevity movement

Effective January 1, 2004

- Freeze all step progression motion
- Provide 2% across the board increase for all employees (on salary schedule)
- Increased longevity by across the board increase
- Include "Most Favored Nations" language:
 1. *if the City agrees to a compensation package with another bargaining unit, excluding those subject to Interest Arbitration or those that have a history of formula-based compensation, the additional comparable value of the compensation package will also be extended to the MPEA; and*
 2. *the actual distribution of the additional compensation will be subject to the collective bargaining process.*

NON-ECONOMIC ISSUES

- Reaffirmed the parties commitment for a work environment that is hospitable to all employees
- Incorporated and redefined the Administrative Leave Policy for exempt employees
- Provided City with greater flexibility for utilizing permit and detail employees by extending the initial time frame to 12 months
- Clarified how Classification disputes are resolved

cc: Timothy Giles
Duane Johnson, Legal Counsel - MPEA
Doug Pasche, Local President - MPEA
HRIS
Central Payroll
File